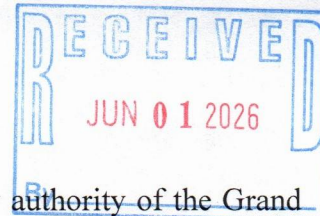


MOUNT CLEMENS AERIE 1269
BY LAWS as of 5/13/2026



Mt. Clemens Aerie # 1269 Fraternal Order of Eagles, instituted by authority of the Grand Aerie of the Fraternal Order of Eagles.

This Aerie was instituted on the 5th day of December in the year 1905.

This Aerie was incorporated under the laws of the State of Michigan on November 12, 1985.

MEETING

Sec. 1.1 The meetings of this Aerie shall be held on the 2nd & 4th Wednesday at 7:00pm. The place of the meeting will be 25455 South River Road, Harrison Township, Michigan 48045.

If Christmas Day, Christmas Eve, or Thanksgiving Eve, State or International Convention falls on the 2nd or 4th Wednesday, then that meeting shall be held on the 1st, 3rd, or 5th Wednesday of a month. This allows for the Constitutional compliance of 2 meetings per month. A change from the 2nd and 4th Wednesday must have prior floor approval. The place of the meeting shall be 25455 South River Rd., Harrison Twp., MI

Sec 1.2 Special meetings shall be held in conformity with Sec.72.2 Statutes for Local Aerie or laws amendatory thereof.

NOMINATION & ELECTION

Sec. 2.1 The annual nomination, election and installation of officers shall be as provided in Sections 91.1 to 91.7 of the Statutes, F.O.E., or Laws amendatory thereof. **This excludes Section 91.1 (a) and (b) unless specifically approved in the Aerie By-Laws.** Vacancies in the office shall be filled as provided in Section. 92.1 of the Statutes F.O.E., or Laws amendatory thereof.

Sec. 2.1 (a) This Aerie hereby adopts the latest version of the "Model Election rules" to answer questions that may arise during nominations and elections.

Sec. 2.2 The office of Worthy Conductor shall be by election each year.

Sec. 2.3 The election of officers shall be by printed ballot. Names to be listed in alphabetical order. The polls shall open at 11:00 am. and close at 7:30pm.

Sec. 2.4 The Worthy President (presiding officer) shall appoint tellers.

Sec.2.5 The Term of the Secretary shall be for two years. Election during even numbered years.

Sec. 2.6 The Term of the Treasurer shall be for two years. Election during odd numbered years. This allows for continuity of financial officers (Secretary and Treasurer)

Sec 2.7 There shall be five elected Trustees, and they shall be elected for a term of two years. If more than 3 Trustees are to be elected, then the term will be one year for the 4th. and 5th. Trustees.

Sec. 2.7 (a) Junior Past President and the Secretary while serving as such shall not serve as a member of the Board of Trustees.

Sec. 2.8 Outside Guard of this Aerie is abolished. The presiding officer may appoint it. *guy*

AERIE MEMBERSHIP

- Sec. 3.1** The initiation Fee shall be \$45.00.
- Sec. 3.1 (a)** The fee for Re-Enrollment shall be \$30.00. The former members will be limited to two (2) Re-Enrollments.
- Sec. 3.2** The minimum age that members will be accepted into this Aerie will be 21 years of age on the date of initiation.
- Sec. 3.3** The method used by this Aerie to accept an application shall be to read on floor at regular meeting and sent to interviewing committee appointed by Worthy President. Presented to the Aerie floor for a second reading and voted upon by secret ballot and accepted or rejected by majority vote. The 1st or 2nd Proposer must be present at the interview and initiation unless excused by the President or Interview Committee.
- Sec. 3.4** Non-Beneficial Life Membership Cards may not be granted to members.
- Sec 3.4 (a)** the life members shall pay the Per-Capita Tax for the Life Members.
- Sec. 3.5** Any qualified member may make an application for a Golden Age Eagle Membership. Must be 30 years as an Aerie 1269 member and be 65 years of age. Then the dues will be paid from the General Fund for life. Must be voted on by floor.
- Sec. 3.5 (a)** The Per-Capita Tax for the "Golden Eagle" member shall be paid by the member.
- Sec. 3.6** Mt. Clemens Eagles Riders, Retired Eagles Activity Club (REAC) and Junior Order of Eagles are established in accordance with sec.116.1 of the Constitution and Statutes of the Fraternal Order of Eagles.
- Sec. 3.7** No person listed on any state or federal sex offenders list shall be considered for membership.

FUNDS

- Sec. 4.1** The following funds are hereby established by the Aerie:
- (a) The Benefit Fund
 - (b) (b) The General Fund
 - (c) The Building/Maintenance Fund
 - (d) The Social Room
 - (e) The Keno Fund
 - (f) The Charitable Gaming Fund.
- Sec. 4.2** By resolution, the Aerie shall designate a banking institution in which each of the funds shall be separately deposited. Such deposits shall be made in the name of the Aerie.

DUES

- Sec 5.0** All dues shall become due on May 31st of each year.
- Sec. 5.1** Dues of Beneficial Members shall be \$50.00 per year and payable annually by May 31st of each year. *agw 7/08*

Sec. 5.1 (a) No New Benefit Members shall be accepted.

Sec 5.2 Dues of Beneficial Members shall be divided annually among the various funds as follows:

(a). Benefit Fund \$28.00 (Must include Grand Aerie and State per capita tax)

(b). General Fund \$37.00

\$22.00 quarterly

Sec. 5.3 Dues of Non-Benefit (Social) Members shall be \$65.00 per year and payable annually by May 31st of each year. (Must be enough to cover all Grand Aerie and State per capita tax) payable in advance. All future increases in per capita tax by the State or Grand Aerie will increase dues by the same amount automatically.

Sec 5.4 Dues of Non-Benefit (Social) Members shall be divided annually among the various funds as follows:

(a). Benefit Fund \$25.00 (Must include Grand Aerie and State per capita tax)

(b). General Fund \$40.00

Sec. 5.5 Dues of Dual Members shall be \$30.00 per year and payable in no event for a period longer than the period for which the member has paid their dues in advance in their original Local Aerie. Must be paid by May 31st of each year.

Sec. 5.6 Dues of Dual members shall be deposited to the General Fund.

Sec. 5.7 Dues for new, dual, transfer and re-enrolled members shall be prorated monthly.

Sec. 5.8 All Membership cards that are requested to be mailed will have an additional cost of current postage fees plus \$1.00. If the membership card is picked up in the social room no fee will be charged.

Sec. 5.9 Aerie Dues that are paid after June 15, each year will encounter a \$20.00 late fee on top of the yearly dues price.

DUTIES OF OFFICERS

Sec. 6.1 Upon having received notice of a member being in dire circumstances the Worthy President may provide financial aid to said member, not to exceed the sum of \$100.00 to be paid from the General Fund.

Sec. 6.2 If any officer absents himself from three consecutive meetings of the Aerie or duly called or stated officer's meetings or trustees meeting or any combination thereof so long as they are consecutive, without being excused by a vote of the Aerie in regular session, the office of such officer so absenting himself shall be declared vacant by presiding officer.

Sec. 6.2 (a) Aerie officer shall call only the president or secretary to be excused from a meeting prior to the called meeting. This cannot exceed 2 meetings in a fiscal year (July to the following July) and does not supersede section 6.2. Any officer that will be missing 3 or more consecutive meetings due to vacation, medical, or any extended time must be pre-approved as per sec. 6.2

quarterly

- Sec. 6.3** House Rules governing the premises and the conduct of members shall be adopted by this Aerie and such House Rules as adopted shall always be posted in a conspicuous place in the Aerie Social Room. House Rules shall be adopted and amended in the same manner as the By-Laws. Accordance with Sec. 122.1 to 122.5

DISABILITY BENEFITS

- Sec. 7.1** This Aerie does not pay benefits for sickness or disability.

FUNERAL BENEFITS

- Sec. 8.1** On the death of a Benefit Member having been initiated into this Aerie prior to having passed his 55th birthday and paying the amount of dues as set forth in Sec.5.1 of these By-Laws and entitled to funeral benefits and subject to all the provisions, limitation and prohibition contained in Section 115.3 to 115.6 inclusive, Statutes F.O.E. or laws amendatory thereof which Section above referred to are made a part thereof, a funeral benefit of \$350.00 will be paid.
- Sec.8.2** On the death of a member or his immediate family (mother, father, wife, (children) the Aerie shall provide a suitable floral or other form of tribute. Cost does not exceed the sum of \$55.00 to be paid from the General Fund.

SALARIES

- Sec. 9.1** For the faithful performance of his respective duties, President shall receive \$150.00 per annum payable annually.
- Sec. 9.2** For the faithful performance of his duties Secretary shall receive per capita compensation of .60 cents per member per month, payable monthly and based upon the number of members who are in good standing and who are not more than (1) months in arrears.
- Sec.9.2a** Secretary may hire an assistant. Wages to be paid by the Aerie and not to exceed \$50.00 per week, unless increased by floor approval.
- Sec.9.3** The salary of the Aerie Auditor and Aerie Officers shall not be paid until such time as the duties required of them by the Law of the Order and the By-Law of this Aerie have been fulfilled. All reports then due have been completed, presented, and transmitted to Grand Aerie and those entitled to receive them.
- Sec.9.4** For the faithful performance of his duties the Aerie Auditor shall receive not more than \$700.00 per annum after the audit.
- Sec.9.5** For the faithful performance of their duties, all elected and appointed officers except Secretary shall receive a sum equal to their dues, in addition to any other compensation herein stated.
- Sec.9.6** The wage of Employees shall be fixed by the Board of Trustees and not to exceed the following maximum amounts: Bartenders (tipped employees) maximum of \$9.25/hr. plus, tips. New Hire Bartenders – Maximum of \$8.00/hr. plus, tips. Wages and tips must equal the State Minimum wage. Bar Manager or assistant with maximum compensation of \$220.00 per week, plus gas expenses approved by the Board of Trustees. Janitor--\$250.00 per week. Extra charges by janitor for special function, floor stripping and waxing to be determined by

the Board of Trustees. Janitorial service may be contracted by trustees with approval of the Aerie floor.

Sec. 9.6 (a) The Board of Trustees may hire a Bar Manager by written approval by the Aerie in accordance with the Grand Aerie Constitution and Statutes Section 89.2. Said contract will be approved at a regular Aerie meeting.

Sec. 9.6 (b) Any bartender working the following holidays will receive 1.5 times their pay. The days are as follows: New Years Eve, Easter, Mother's Day, Thanksgiving, Christmas Eve, Christmas Day.

Sec.9.7 Whenever the Aerie, by properly adopted resolution sends its accredited representative(s) to the following meetings they shall be allowed for their expenses:

DISTRICT MEETING – \$10.00 per meeting except at Mt. Clemens.

STATE CONVENTION - Maximum of 4 nights and maximum of 5 officers. One Rep. shall be incoming President. One representative to be Aerie Secretary. Three representatives shall be elected. Each shall receive lodging expenses plus one registration fee, one banquet ticket and Per Internal Revenue Code effective rate for mileage. Lodging expenses are not allowed to any representative who rooms with anyone receiving reimbursement from any other source. If incoming President and/or Secretary cannot attend the convention, those spots will be open for replacement by election.

NATIONAL CONVENTION – The accredited representative shall receive lodging expense (maximum of 5 nights) plus one banquet ticket and registration fee and the cost of transportation. If traveling by car Per Internal Revenue Code effective rate for mileage. The cost of transportation does not exceed the lowest coach airfare. If a second person attends, they are permitted a flat payment of **\$1,200.00** for expenses plus one banquet ticket and registration fee, maximum of two members. Receipts for paid lodging shall be presented to the Aerie Secretary upon return. The accredited Representative shall be the incoming Jr. Past President. The second Representative shall be chosen by election. If the incoming Jr. Past President cannot attend, then the accredited representative will be chosen by election. Lodging expenses are not allowed to any representative who rooms with anyone receiving reimbursement from any other source.

Sec.9.8 In accordance with Section 89.11 of the Constitution with the exclusion of Aerie Trustees and Auditor, all officers and members of the Aerie or Auxiliary may be employed by the Aerie. Aerie Trustees and Aerie Auditor may not be employed. spouses, including a person living in a marriage-like relationship, of the Trustees and Auditor, cannot be employed by the Aerie.

BONDING

Sec.10.1 The Worthy President, Vice-President, Secretary, Treasurer and each Trustee and other employees of the Aerie who manage money of the Aerie shall be bonded by a Name Position Bond in the amount of \$15,000.00.

Sec.10.2 No officer or employee shall be permitted to assume or discharge the duties of his office or employment until bonded. Any Aerie or Auxiliary Member handling Aerie money must be bonded.

MILITARY SERVICE RECEIPT

- Sec. 11.1** Upon a vote of the Aerie in regular meeting, there may be issued to any member in good standing who is in the Military Service, Military Service Receipt. When such a receipt has been issued, such members, during their term of Military Service and for thirty (30) days thereafter, shall not be obligated to pay dues to the Aerie but shall be carried on the rolls of the Aerie as a member in good standing.

INTERNAL UNITS

- Sec. 12** In accordance with section 116.1 of the Statutes, This Aerie hereby authorizes the organizations of the following Internal Unit(s), which shall be subject to the control of the Local Constitution and Statutes, and the Rules and Regulations of the Grand Aerie. (A copy of all Internal Units By-Laws that have been approved by the Local Aerie shall be submitted to the Grand Aerie Secretary for record keeping purposes only).

Authorized Internal Units are as follows:

1. Eagle Riders
2. REAC
- ~~3. Past Madame Presidents~~ *gray*
4. Joes (not currently active)

MISCELLANEOUS

- Sec.13.1** Where the Constitution and Statutes of The Fraternal Order of Eagles and The Rules and Regulation of the Fraternity and these By-Laws do not cover or control, then Roberts Rules of Order (revised) shall govern the action and deliberations of the Aerie.
- Sec.13.2** On the death of an Aerie member the Aerie shall pay up to \$75.00 towards the food cost of a wake held at the Aerie.
- Sec.13.3** Vacation pays for all Employees: Bartenders, Bar Manager, Janitor:
- | | |
|-------------------------|--------------------------|
| 1 ---3 years ---1week | 4 – 10 years – 2weeks |
| 11 – 15 years – 3 weeks | 16 years & over – 4weeks |
- All the above to be continuous service. Vacation pays to be based on average weekly income of previous 52 weeks. Vacation pay will be given only to those employees working a regular shift and not to temporary or occasional help.
- Sec.13.4** Discharged or laid off employees shall be entitled only to earned vacation pay but no severance pays. Employees discharged for a criminal act will be due nothing.
- Sec.13.5** Aerie President shall appoint Newsletter Committee. All matters of policy, cost and rates shall be approved by Aerie at a regular meeting. The Aerie Secretary and/or Auxiliary Secretary shall proofread the newsletter before going to printer.
- Sec.13.6** The Auxiliary shall have one collective vote on all Liquor-related issues.
- Sec 13.7** Lost membership/entry door cards will be replaced for \$10.00 donation to Auxiliary Children's Fund *gray*

Sec 13.8

Any raffle license applied by any group must follow these guidelines. All charitable gaming raffle licenses applications must be approved in writing by the board of trustees and reflected in the trustee minutes by the trustee's secretary. Per Michigan Liquor Control Commission requirements. All funds will be turned in with receipts and reports to the Aerie Trustees and the Aerie Secretary. Once all required items have been received a check will be issued for the proceeds. *guy*

These By-Laws were adopted as provided in Section 122.2, Statutes, F.O.E.

BY-LAWS COMMITTEE:

[Signature]
Jim Schaasberg

[Signature]
Bill Ziegler

[Signature]
Bill Dzieciolowski

Proposed at the regular meeting held the.....8 day of April 2026.
Second reading at regular meeting held the.....22 day of April 2026.
Adopted at regular meeting held the.....13 day of May 2026.

Attest: *[Signature]*
Edward Courtemanche
Secretary

[Signature]
Ben Goers
President

Approved this 16th day of June 2026.

[Signature]
Grand Secretary, F.O.E.